



“Forging a Brighter Future for Children and Families”

AT THE EVANS SCHOOL OF PUBLIC AFFAIRS | UNIVERSITY OF WASHINGTON

Policy Specification Matrix

This is a summary of specifications for the first round of analyses. The Steering Committee will review cost estimates based on these specifications in late June 2006.

Policy Specification	Small Group or QRIS Recommendation (as revised by Steering Group)				ELC Recommendation	Steering Group Recommendation
Staff Mix of Degrees-Centers						
		Level I	Level III	Level V		
	Directors	<AA: 40% AA: 25% BA: 35% MA: 0%	<AA: 10% AA: 40% BA: 47.5% MA: 2.5%	<AA: 0% AA: 25% BA: 70% MA: 5%		(Numbers reflect recommended changes from Steering Committee)
	Lead Teachers	<AA: 65% AA: 10% BA: 25%	<AA: 50% AA: 23% BA: 27%	<AA: 20% AA: 51% BA: 29%		(Numbers reflect recommended changes from Steering Committee)
	Assistant Teachers	<AA: 100% AA: 0% BA: 0%	<AA: 95% AA: 5% BA: 0%	<AA: 80% AA: 20% BA: 3%		(Numbers reflect recommended changes from Steering Committee)
Staff Mix of Degrees-Family Child Care						
		Level I	Level III	Level V		
	Family Child Care Providers and Assistants	<AA: 74% AA: 15% BA: 11%	<AA: 73% AA: 16% BA: 12%	<AA: 70% AA: 18% BA: 12%		(Numbers reflect recommended changes from Steering Committee)
Compensation-Centers						
		Lower compensation options	Higher compensation options	Lower cost option—annual equivalent of elementary school teachers (\$14.65 hr); AA: \$10.99/hr		Same lower and higher cost starting salaries. Lower benefits 25%, higher benefits 31%
	Starting salary: BA level early learning professional	\$14.65/hr	\$19.80/hr			

	Starting salary: AA level early learning professional	\$10.99/hr	\$14.85/hr			
	Estimated Avg. Salary Across all EL Professionals (varies by QRIS Level)	\$_____ to \$_____ /hr	\$____ to \$____ /hr			
Compensation-Family Child Care						
	Same as center equivalents; compensation should reflect QRIS and education; business expenses at 34% of current market rates					Equivalent to center.
Ratios-Centers						
		Level 1	Level III	Level V		Modified ratios at level 5.
	Infants	1:4	1:4	1: 4		
	Toddlers	1:7	1:6	1:5		
	Preschoolers	1:10	1:10	1:9		
	One director per center (1:58)					
Ratios-Family Child Care						
	1:6 across all QRIS levels					1:6
Workforce Development						
	<ul style="list-style-type: none">o Broad average 1 class per person per year;o 40% courses in colleges, 60% in community based training;o Release time: 60 hrs/yearo Tuition matched by co-pay depending on educational level.o Scholarships for books, transportation, child care.o Substitutes provided					Amounts reflect modifications by Steering Group: Average of 1 class per person per year. 40% college courses/ 60% community based training.

Family Friends and Neighbors										
	Promising Program Models (including Play and Learn groups, Materials and resources, And Workshops) Evaluation & infrastructure Total cost							\$3.4 million annually \$1.1 million \$4.6 million statewide¹		Amounts reflect modifications by Steering Group: \$1.1 million with emphasis on evaluation (as part of system integration and infrastructure). Combine other categories to offer general support to promising models, not targeted amounts to specific programs.
Scope of Services										
	Working group building on Kids Matter framework provides profiles and costs of 10 programs that offer the best linkages to early learning.							Parenting information should be included in model.	Small group will create cost estimates of parent education for general public. Steering Group will decide at June meeting.	
QRIS Participation and Attainment										
	In 2010, 66% centers participating in QRIS system. In 2020, 75% centers participating in QRIS system. In 2010, 60% of family child care homes participating in QRIS system. In 2020, 75% of family child care homes participating in QRIS system.								Participation estimates were specified.	
		Total #	Not in QRIS	Level I	Level II	Level III	Level IV	Level V		
	Centers									
	2010	2,031	34%	13.2%	9.9%	23.1%	13.2%	6.6%		Specified by Steering Committee.
	2020	2,031	25%	0.75%	3%	7.5%	18.75%	45%		Specified attainment estimates for higher compensation options.
	2020	2,031	25%	10%	15%	20%	15%	15%		Redistributed attainment levels for lower compensation options.

¹ These budget numbers are based on estimated participation and outreach by 2010 and will not reach all Family, Friends, and Neighbors statewide.

	Family child care providers									
	2010	6,000	40%	15%	15%	15%	12%	3%		Specified by Steering Committee.
	2020	6,000	25%	7.5%	7.5%	11.25%	18.75%	30%		Specified attainment levels for higher compensation options.
	2020	6,000	25%	10%	15%	20%	20%	10%		Redistributed attainments for lower compensation options.
Financing options										
	Family maximum eligibility of 400% Fed. Poverty Level (80K in 2006\$) Parent contributions not to exceed 8-10% income Institutional support to providers of 25-50% of total subsidies. Working Connections Child Care work requirements apply. HSPC will vary eligibility levels to ensure appropriate affordability for families.									Graduated affordability with max set at 10% income level for lower options and 12% income level for higher options. Compare a) no parent work/ school requirement with b) work requirement from 2FPL up to max eligibility. Institutional support component of payments on behalf of eligible children set at 25% for lower cost options and 50% for higher cost options.
QRIS	Rates for providers not participating in QRIS. Differential tiered reimbursement rates based on a) differences in costs between levels, b) transitional costs to improve, c) combination of these two.									Rates for providers not participating in QRIS set to Level 1. Tiered Reimbursement based on cost of levels including compensation based on educational level, quality enhancements, and workforce development. Transitional grants to be discussed in context of Round I estimates.

